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### Expedia Group Arrivals: Allison Allen

In our latest edition of our Expedia Group Arrivals, we want to extend a warm welcome to Allson Allen, Senior Vice President,

## Welcome to Expedia Group, Allison – we are so excited to have you on board! Can you tell us a bit about your career journey up to now?

I started my career in insurance, but quictly— and within weeks—I realized I wanted to be in technology and work with people. Once I was in the tech space, I quickly pivoted from being in fort of the computer to teaching computer classes, from there, I found my joi in working with people and started doing a lot of work in leadership development, communication, and coaching employees. This work naturally led to wonting to undestand how organizational structures, team building, etc. impact people which led to doing a lot of work in change management. All these experiences were early to mid-cover and serve as a foundation for many roles acoust the tech industry, most recently at Mitter.



I diso spent time working for a non-profit arts organization, the Lincoin Center in New York which was going through its own transformation. The institution has a long history in New York and was originally established for all New Yorkes but it had gotten owny from that one the years. Working with a new CEO, becautive leadership team, and backed by a very engaged board, we kicked at initiatives to give lincoin Center back to all New Yorkers. My specific role as CPO was to kick of job apparturities and workforce development programs for local communities. We were there to lear down walls and create access and inclusion for all people who worked to enjoy the arts and access the campus.

#### What excites you about EG, and made you feel that it was where you could make an impact?

Eppedia Croup's mission to open flower to everyone, everywhere, really resonates with me, but what stood aut was the leadeship. I had some great convessations with leades at EG, I loved their energy, and I left that I could learn from them. Their message was very consistent, and they want to a things differently which is all about divining high performance. And here is something about me: I like to win with and through people. I left that, reflected in those conversations – the leades of Expedia Group really want to accomplish things, in a very coordinated way.

# What role do you see the Global Talent Altraction team playing in building transformative experiences and products for our travelers and partners? What impact are you hoping to make?

Our feam is the gateway for people to come into Expedia Group, so our role is key to the business. But I want us to believe our own messages. Our job is not just to tell people that EG is a wonderful place to work, and we value diversity; it is to make that a reality, I want to build an Expedia Group's open culture to make see we are learning toward fainness around diversity, having thoughtful exchanges, and creating real apportunities for people to do their best work.





### How would you describe your leadership style?

Vision and strategy are important and key to leadership, but the skill I continue to leverage daily is active listening. By actively listening to our people, we can remove barriers and help them work more effectively

The complement to active listening is communication. Leaders need to be able to communicate in a way that is authentic, so we are not just telling people what they want to hear. Most people want to know and undestand so they can do better work, contribute, and he more productive and eventually know where you stand. I always try to communicate with honesty – in fact, that is one of the ways I measure my own success.

There is a terrific book on this called "Radical Candor" by Kim Scott that I like a lot.

### Which of our EG Values resonates the most with you?

The one I am gravitating toward right now is Force Simplicity. I take it to mean: Be logical. Be thoughtful. Execute, and get things done. It cuts through the noise, and I really like that.

Allison, we are so glad you took the time to tell us about yourself! One last question: we have heard you love to travel, so where is your next trip going to be?

I am not sure yet, but I am thinking about 8ora 8ora. I am a very visual person, and I saw an amazing image on the EG site that really inspired me: clear blue acean water, sparkling white-sand beaches... I am hoping to get there soon!

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